

**CITY OF SAN DIEGO  
EMPLOYMENT OPPORTUNITY  
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**#T2383 FIRE FIGHTER I SALARY: \$3082 to \$3710, Monthly, effective 07/01/03**

**#T2384 FIRE FIGHTER II SALARY: \$4133 to \$4988, Monthly, effective 07/01/03**

**APPLY: FIRST DATE: February 14, 2003**

**LAST DATE: Open**

This announcement serves to establish an eligible list for current/future vacancies that occur in the classifications specified above. **Please apply promptly.** Although the last date to apply is currently "OPEN," the application filing period may be closed with five days notice.

**NOTES:**

1. Starting salary, within the ranges listed above, may be based on qualifications and other factors as determined by the hiring authority.
2. Fire Fighters will be eligible for participation in the City's Flexible Benefits Plan (\$5,125 annual value) which offers several optional benefit plans including health insurance, life insurance, and dependent care coverage, or a taxable cash option; paid annual leave accruing at 17 days per year for the 1<sup>st</sup> through the 5<sup>th</sup> year of service; 11 paid holidays per year; defined benefit City safety retirement system (3% at 50) with Cal PERS reciprocity for applicants with eligible service; optional deferred compensation and 401(k) programs; and participation in a tuition reimbursement program. Eligible employees may also participate in the Deferred Retirement Option Plan (DROP) program which provides a lump sum benefit in addition to their normal monthly retirement allowance at their actual retirement.
3. In the sworn Fire classification career path, other opportunities for advancement include: Fire Engineer, salary range \$4663 to \$5639/month\*; Fire Captain, salary range \$5587 to \$6761/month\*; and Fire Battalion Chief, salary range \$6518 to \$7879/month\*. In addition to the above salaries, persons in the sworn Fire classifications may be eligible for additional compensation for specialized skills or assignments, such as Certified Paramedics - \$3.50/hour; Explosive Ordnance Disposal Detail - 10%; Hazmat Detail - 10%; Rescue - 5%; and bilingual job assignment - 3.5%. An annual uniform maintenance allowance of \$800 is also paid.
4. Fire Fighters typically work a 56 hour workweek which consists of working eleven 24-hour days a month. At the end of the 28 day work cycle, they accrue 8 hours of compensatory time off. All overtime is compensated at premium rates.
- \*5. All salaries specified above, effective 07/01/03, include a 7% special assignment pay for Emergency Medical Technician certifications.

**REQUIREMENTS:** You must meet the following requirements on the date you apply, unless otherwise indicated.

**FIRE FIGHTER I:**

1. Successful completion of a Fire Academy that meets the State of California Fire Service Training and Education System's Fire Fighter I or II certification standards as evidenced by a Fire Fighter I or II Certificate, **dated within the last one year. A copy of the certificate must be submitted with the application.**  
**--OR--**
2. One year of experience as a full-time, paid Fire Fighter within the past one year with a city, county, or federal fire department or structural firefighting experience with a fire protection district in an urban area **AND** possession of a Fire Fighter I or II certificate that meets the State of California Fire Service Training and Education System's Fire Fighter I or II certification standards.

**FIRE FIGHTER II:** Successful completion of a Fire Academy that meets the State of California Fire Service Training and Education System's Fire Fighter II certification standards as evidenced by a Fire Fighter II Certificate **AND** one year experience **within the past one year** as a full-time, paid Fire Fighter with a city, county or federal fire department or structural firefighting experience with a fire protection district in an urban area. **A copy of the certificate must be submitted with the application.**

**NOTES:**

- a. Time served in a training capacity as part of a Fire Academy does **NOT** qualify for the experience requirement.
- b. Individuals with Fire Fighter certificates over one year old who do not meet the Fire Fighter certificate **AND** employment requirements above may **NOT** apply for Fire Fighter I.
- c. The following types of firefighting experience are **NOT** qualifying: rural, military, reserve, volunteer, private agency, or state, federal or other agency whose primary responsibility is wildland firefighting.
- d. Those appointed as a Fire Fighter I or II will be required to meet both the State of California Fire Service Training and Education System's Fire Fighter I or II certification standards and the City of San Diego Fire-Rescue Department's proficiency requirements by the end of the one year probationary period. On-the-job training will be provided.

**CERTIFICATES:** **Current, valid** certificates for all of the following are required **at the time of application**. Please submit a copy of the front and back of the required certificates with your application.

1. **Emergency Medical Technician Certificate** (EMT-I) issued by the State of California or by the National Registry (NREMT-Basic) or by an EMT certifying agency approved by the State of California. Certification by a state other than California without accompanying State of California or National Registry certification is **NOT** qualifying.
2. **Basic Life Support for the Cardiopulmonary Resuscitation and Emergency Cardiac Care Provider.**

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**#T2384 FIRE FIGHTER II**  
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**NOTES:**

- a. You must have current, valid State of California or National Registry certification or your application will be rejected.
- b. A current, valid County of San Diego Emergency Medical Technician (EMT Identification Card) **is required at the time of hire.**
- c. Applicants who are currently enrolled in a State of California and/or National Registry basic EMT course or who have completed the course and are waiting to receive their certificate may NOT apply.

**HIGHLY DESIRABLE:** Current, valid license or certificates as indicated below:

1. Emergency Medical Technician-Paramedic (EMT-P) License or certificate issued by the State of California and/or another state, National Registry, and/or an EMS certifying agency approved by the State of California.
2. Emergency Medical Technician-Paramedic (EMT-P) Accreditation issued by the County of San Diego.
3. Advanced Cardiac Life Support Provider certification.
4. County of San Diego Prehospital System Identification Card.
5. First Responder Operational certificate (hazardous materials response).
6. Paid firefighting experience with a metropolitan fire department.

**LICENSE:** A valid California Class C Driver's License is required at the time of hire.

**DUTIES:** After an orientation period of approximately three to four weeks, Fire Fighters I and II are assigned to Fire Operations and receive extensive on-the-job training while learning the full range of policies and procedures of the San Diego Fire-Rescue Department. Fire Fighters I and II respond to fires, medical aids, and other emergencies as a member of a fire company or EMS crew, and perform increasingly responsible firefighting duties.

**HOW TO APPLY:** Submit a completed **DATA ENTRY FORM** and **SPECIAL APPLICATION (the original and TWO copies, including any attachments required)**. Check **all** positions you want to apply for on your application. Record only **one** position on the Data Entry Form; any additional positions you have checked on your application will be automatically added to your file. Your Application/Supplement will be made available to the hiring department(s). Please submit requested materials only.

**THE SCREENING PROCESS** will consist of a comprehensive evaluation of the **Special Application** for applicable education, experience, and/or training. Only those applicants that clearly demonstrate meeting the requirements specified above will be placed on the eligible list.

**ELIGIBLE LIST:** Separate eligible lists will be established for **Fire Fighter I** and **Firefighter II**. Candidates who are successful in the above screening process will be placed on the respective **one category** eligible list(s) which will be used to fill vacancies during the next **one year**. For each vacancy, only those candidates with the most appropriate qualifications from the corresponding list will be contacted by the hiring department for an interview.

**PRE-EMPLOYMENT REQUIREMENTS:** Any employment offer is **conditional** pending the results of all pre-employment screening processes required for the job. Screening processes may include, but are not limited to the following, including confirmation of citizenship/legal right to work in the United States.

- A. BACKGROUND INVESTIGATION:** Fire Fighter applicants admitted to the final step of the selection process will be required to successfully pass a very thorough background investigation which includes but is not limited to a conviction record check, D.M.V. driving record check, military record check, reference checks, review of prior employment history, and a fingerprint check. The fingerprints will be submitted to the California Department of Justice for an FBI/NCIC conviction record report. A basis for automatic disqualification of an applicant would be: any felony conviction; falsification of background, identity, education or any material fact on application or in interview; any illegal drug usage in the last 3 years; dishonorable or bad conduct discharge from military service; Driving Under the Influence (DUI) conviction in the last 3 years or other serious violation such as hit and run, manslaughter, reckless driving, or other similar violation; four moving traffic convictions in the last 3 years. A basis for potential disqualification of an applicant would be: general discharge from military service; poor employment record; history of consistently poor credit; any conviction less than a felony, subject to review by the Personnel Director.
- B. MEDICAL EXAMINATION:** Fire Fighter applicants admitted to the final step of the selection process must pass a comprehensive medical examination, including a drug screening before being hired. Corrected or uncorrected vision must be 20/20 or better, both eyes together, with acceptable color vision. Monocular vision is not acceptable. For vision requirements, please refer to the attached Vision Requirements for Fire Fighter Candidates.
- C. PHYSICAL ABILITY TEST:** This test will be administered **ONLY** to candidates admitted to the final step of the selection process. Information regarding the Physical Ability Test will be provided to the successful candidates, who must pass the Test prior to hire in order to be considered for employment as a Fire Fighter.

All of the above processes must be successfully completed before employment begins. **Note:** Misrepresentation, falsification, or omission of pertinent facts in any step of the screening/selection process may be cause for disqualification or termination of employment.

# CITY OF SAN DIEGO

## Vision Requirements for Fire Fighter Candidates

1. Prior to being hired or offered employment, applicants must pass every aspect of a comprehensive medical examination and review of their medical history. Every medical standard must be met before an applicant will be approved by the City's examining physician. Vision standards are of no more importance than any other medical standard, but are given explanation because of new technology.
2. Your visual acuity must be 20/20 corrected or uncorrected, both eyes together. If your vision needs correction to 20/20, it must be corrected with eyeglasses at the time of the preplacement medical examination given by the City of San Diego. You will need to take your eyeglasses with you to the medical examination appointment.
3. In addition to meeting the requirements in # 1 above, if your vision needs correction to 20/20, you may choose to wear soft contact lenses. If you plan to wear soft contact lenses on the job, take your lenses with you to the medical examination appointment.

Hard contact lenses, including those known as semi-soft, semi-rigid, semi-permeable, gas permeable, and similar lenses are not acceptable. Orthokeratology lenses are also not acceptable.

If you choose to wear soft contact lenses, you will be asked to present satisfactory medical evidence from your private optometrist or ophthalmologist documenting that you currently are a successful wearer of these lenses. Such documentation must also indicate if you have any medical contraindications to wearing soft contact lenses. We will request this information from you following the medical examination given by the City.

4. (a). If you have undergone any type of refractive vision surgery (or "touch up" surgery) such as radial keratotomy (RK) or photorefractive keratectomy (PRK) a year or longer prior to being medically considered for a Fire Fighter position, you must be substantially free of vision problems such as impaired vision at night or under dim lighting conditions, sensitivity to glare, starbursts experienced around light sources such as street lights or headlights, hazing or blurring of vision, eye irritation and pain, progressive regression of visual acuity, and daily changes in visual acuity. Your vision must be 20/20 both eyes together. If it is not, it must be corrected to 20/20 both eyes together in accordance with the requirements in No. 1 or 2 above.

You will be asked to submit the results of a recent eye examination from your private ophthalmologist documenting the status of your vision. We will request this information from you following the medical examination given by the City.

- (b). If you have undergone any type of refractive vision surgery (or "touch up" surgery) within less than a year of being medically considered for a Fire Fighter position, you may be hired on a conditional basis if you successfully complete a City provided vision examination prior to hire and at periodic intervals thereafter until one year has elapsed from the date of the last vision surgery or "touch up" surgery. You must be substantially free of the vision problems outlined in paragraph 3(a) above. Your vision must be 20/20 both eyes together. If it is not, it must be corrected to 20/20 both eyes together in accordance with the requirements in No. 1 or 2 above.
5. In all cases, you need to have binocular vision (vision in both eyes), normal visual fields, normal binocular fusion, and freedom from other visual conditions that would interfere with your ability to perform the full range of duties of a Fire Fighter with the San Diego Fire-Rescue Department.
6. In all cases, you need an acceptable level of color vision. This is determined at the time of the medical examination given by the City using standardized color vision tests.

**NOTE: The contents of this announcement are for the general information of candidates. They do not constitute an expressed or implied contract. Final determination of a candidate's medical suitability for employment is determined at the time of the medical examination.**